PAR®

Food. People.
Nothing in between.™

2024 Environmental, Social and Governance Report

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PAR

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About This Report

This Environmental, Social and Governance (ESG) Report focuses on the restaurant/retail segment of PAR Technology Corporation (PAR), and therefore has been prepared in accordance with the accounting standards published by the Sustainability Accounting Standards Board (SASB) related to Software and Information Technology (IT) Services and Hardware. We also have identified the United Nations Sustainable Development Goals (SDGs) that we believe best align our business activities and key priority areas. Both the accounting standards from SASB and SDGs are included in the Appendix at the conclusion of this ESG Report. Unless otherwise noted, the data provided for PAR Technology Corporation (PAR) throughout this ESG Report reflects data for the year ended December 31, 2023 (FY2023).

Forward-Looking Statements

This ESG Report contains "forward-looking statements" within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, Section 27A of the Securities Act of 1933, as amended, and the Private Securities Litigation Reform Act of 1995. Forward-looking statements are not historical in nature, but rather are predictive of our future operations, financial condition, financial results, business strategies and prospects.

Forward-looking statements are generally identified by words such as "anticipate," "believe," "belief," "continue," "could," "expect," "estimate," "intend," "may," "opportunity," "plan," "should," "will," "would," "will likely result," and similar expressions. Forward-looking statements are based on management's current expectations and assumptions that are subject to a variety of risks and uncertainties, many of which are beyond our control, which could cause our actual results to differ materially from those expressed in or implied by forward-looking statements contained in this ESG Report. Factors that could cause our actual results to differ materially from those expressed in or implied by forward-looking statements contained in this ESG Report are discussed in our filings with the U.S. Securities and Exchange Commission. We undertake no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as may be required under applicable securities law.

"PAR®," "Brink POS®," "Punchh®," "Data Central®," "MENU™," "Restaurant Magic®," "PAR Phase®," "PixelPoint®" and other trademarks appearing in this ESG Report belong to us. This ESG Report may also contain trade names and trademarks of other companies. Our use of such other companies' trade names or trademarks is not intended to imply any endorsement or sponsorship by these companies of us or our products or services.

Introduction

In This Section
A Message From Our CEO
About Us
Our Approach to ESG

A Message From Our CEO

At PAR, we live by four values: Speed, Ownership, Focus, and Winning Together. These values encompass the building blocks of the culture we are creating to drive long-term stakeholder value.

Winning Together, our 4th value, is the belief that for PAR to win, all stakeholders must win. Our stakeholders include not only our employees, customers, and stockholders but also the community and environment in which we operate. In order for PAR to succeed, we must commit time and resources to our communities, families, and the environment just as we do for our customers, stockholders, and employees. We believe the formula should be two-sided and PAR, as an organization, must give as much as it takes.

As we look back at the last few years with its many challenges and turmoil, one thing that is clear is the collective "we" are connected. We need to look at each other and our society globally and think about how to create long-term actions that support us, together. We take Winning Together to heart.

At PAR, we're innovators. We have a long history of restaurant technology innovation, over 40 years, and we're not slowing down. Innovation comes in many forms, and PAR has formally embarked on a new innovative Environmental, Social, and Governance (ESG) framework.

We've been investing heavily in creating a Unified Experience that, through software makes interaction more seamless between diners, operators, and brands. Our focus on digital connectedness in no way distracts us from expanding our human connectedness. In a world made smaller through technology, it has only expanded our awareness of the many needs.

We're focused on improving an already strong internal culture by being highly aware of employee needs and expanding awareness of diversity, equity, and inclusion. We have taken positive steps to reduce our ecological impact and will continue to expand our reduction into the future. We have always been a giving company through local and international charities. We're focusing our mandate on our industry

to address the needs of today and the future. As we serve our industry, we collect data that helps improve business operations and technology experiences. At the same time we have strong policies on data governance and understand that data we collect is not our own.

PAR Technology's Board of Directors and I are committed to a direction of Winning Together and ensuring that all stakeholders in our journey come along for the win.

I invite you to read through our plan as we win together.

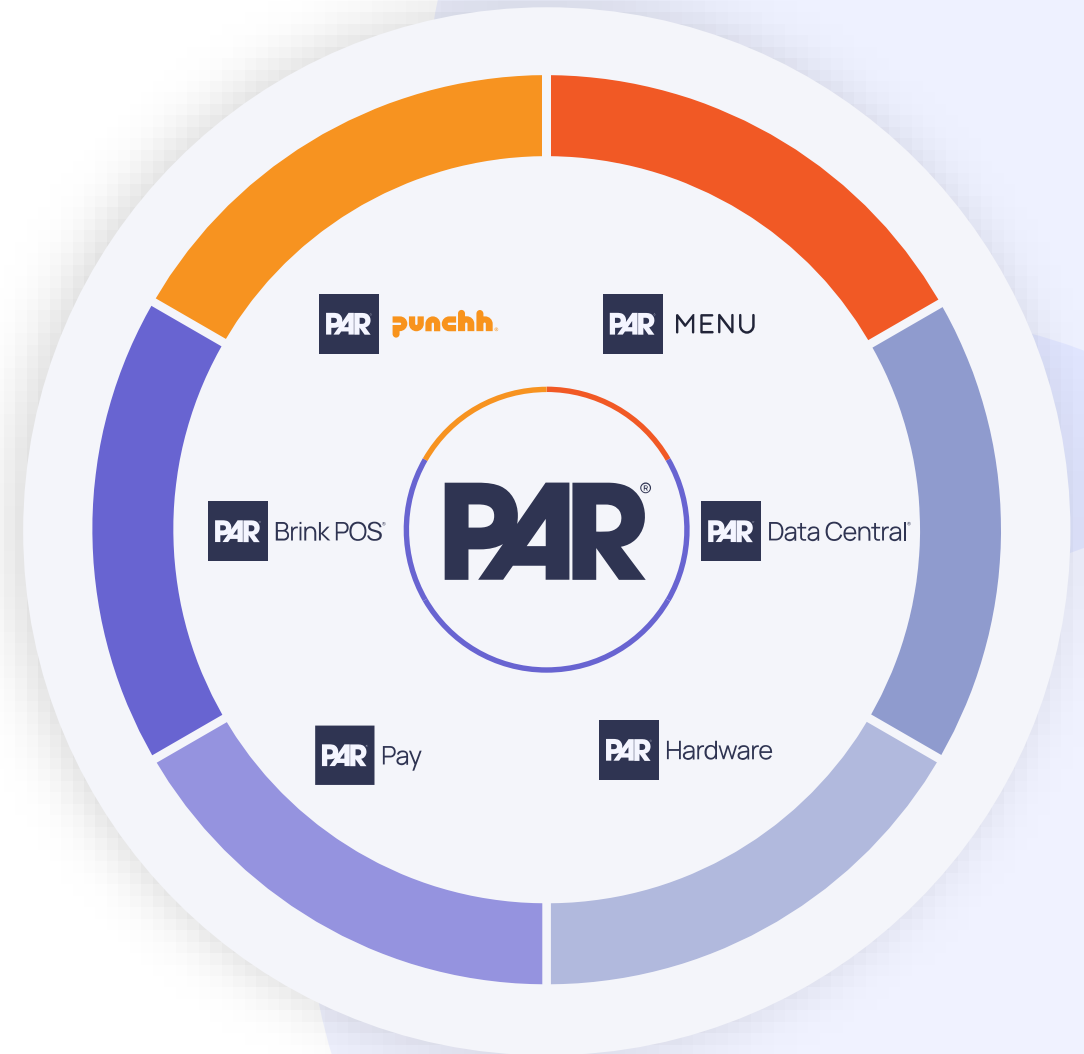**Savneet Singh**
CEO, PAR Technology

About Us

We are building a Unified Experience to empower restaurants with the transformative technology they need to win in the new world.

For over 40 years, PAR Technology Corporation has been an innovation leader.

The restaurant business serves the most prominent restaurant brands in the world with leading hardware, software, and services that create a Unified Experience. PAR invests heavily in restaurant technology innovation to improve the experiential value of its software to diners, restaurant employees, and restaurant brands. The government business provides technical expertise and development of advanced systems and software solutions for the U.S. Department of Defense, the intelligence community, and other federal agencies through PAR Government Systems Corporation, one of PAR's wholly owned subsidiaries.

Our Mission

To enable personalized experiences that connect people to the brands, meals, and moments they love.

SPEED
We look for people who don't wait for the elevator.

OWNERSHIP
We prefer owners to renters. You treat rental cars differently than your own.

FOCUS
Relentless and ruthless prioritization on what moves the needle.

WINNING TOGETHER
We have to win, but we must do it together.

About Us

We continue building **PAR's Unified Experience** to empower restaurants with the transformative technology they need to win in the new world.

$136.9M ARR
23% INCREASE

500+
CUSTOMERS

70K+
ACTIVE RESTAURANT LOCATIONS

~200M
GUEST PROFILES FOR PUNCHH

*As of year end numbers on 12/31/23

About Us

We Are Building a **Unified Experience**

Customer's Experience	In-Store and Digital Ordering, Purchase/Pay, Pickup/Delivery, Review, Earn, Get Offers, Refer Friends, Kiosk and Drive-Thru
Operator's Experience	Menu Mgt and Distribution, Kitchen Production and Planning , Channel Mgt, Labor, Food and Supplier Mgt, Guest Analytics, Category Mgt, P&L Reporting and Forecasting, and Product Analytics
Data Platform	Single source of truth for guests, employees and business data
Enterprise Integration Platform	Pre-built APIs and Development Portal for extensibility to partner ecosystem

About Us

Redefining the Restaurant of the Future

Omni-Channel Ordering

Frictionless Payments

Personalized Engagement

Efficient Order Production

Seamless Order Retrieval

Unified Experience

About Us
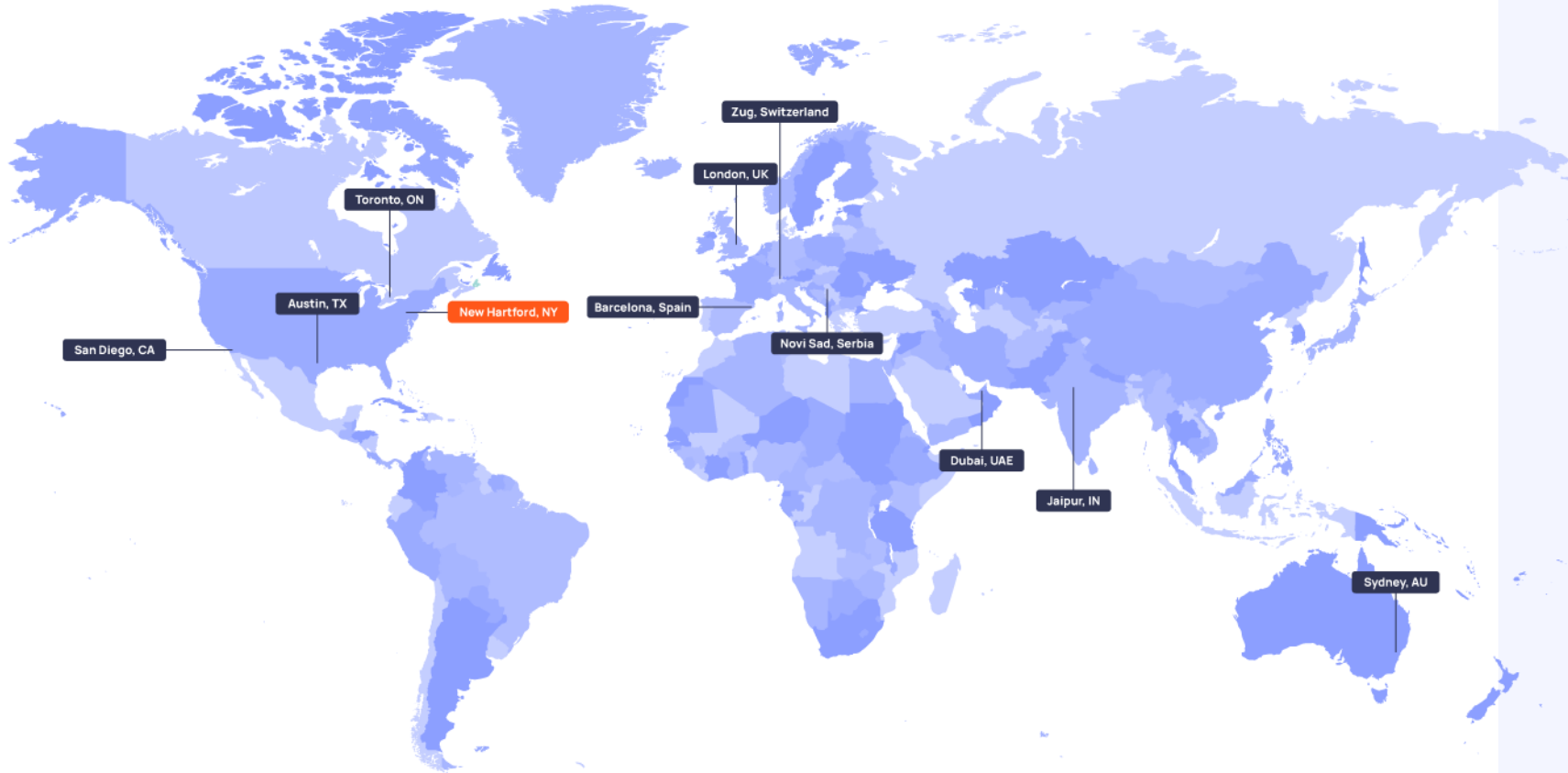
Employees

1,410 Full-time \
10 Part-time

North America
Corporate HQ - New Hartford, NY
Canada

International Restaurant/Retail
Australia
Brazil
Dubai, UAE
India
Serbia
Spain
Switzerland
United Kingdom

Zug, Switzerland

London, UK

Toronto, ON

Austin, TX

New Hartford, NY

Barcelona, Spain

San Diego, CA

Novi Sad, Serbia

Dubai, UAE

Jaipur, IN

Sydney, AU

Our Approach to ESG

As a leading provider of Unified Experience to the enterprise restaurant and retail industries, our Board of Directors and management team recognize the importance of our contributions and participation in supporting a healthy environment, economic opportunity, and social equity in the communities where we operate.

We are committed to responsible business practices, continuous operational improvement, and strengthening our relationships with our stakeholders. We are building long-standing, sustainable relationships with our customers, partners, stockholders, and communities based on honesty, integrity, and compliance.
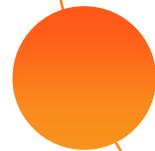
Our Approach to ESG

Core Pillars of ESG

We are here to help restaurants do what they do best: turn every order into a unique and lasting customer relationship.

To meet that objective, we fully embrace the core pillars of our ESG strategy, which positions us well to execute:

- Our responsible business practices
- The critical roles played by our people
- Our commitment to data responsibility
- Our stewardship to lessen our environmental impact

This ESG Report outlines our current initiatives, practices, and objectives in the areas fundamental to our business. We view our ESG strategy as critical to our environmental impact, social responsibility, and long-term financial value creation.

Environment

Social

Governance

Our Approach to ESG

Redefining the Restaurant of the Future

Responsible Business Practices

We are committed to sound governance and compliance, responsible business practices, and the highest standards of ethics to achieve business success and enhance long- term stockholder value.

Our People and Culture

We are creating a diverse, inclusive, and safe environment where our employees enjoy and thrive at work each day to support our customers and grow our business.

Data Responsibility

We earn our customers' trust each day to keep their valued customer data safe by responsibly managing our security and privacy governance and protocols to ensure strong data protection.

Environmental Stewardship

We strive to minimize the environmental impact of our operational footprint through energy-efficient and eco-friendly sustainable business practices.

Our Approach to ESG

ESG Oversight

Our Board and management team recognize that our approach to ESG is integral to our long-term operational goals and strategies.

Board of Directors

Nominating and Corporate Governance Committee
Sustainability and social responsibility

ESG Committee

Audit Committee
Risk exposure assessment of financial, compliance, and cybersecurity risks

Compensation Committee Human Capital Management

Our Approach to ESG

The Board, as a whole and through its standing committees, strives to govern sustainably and works closely with our management team to oversee our ESG initiatives and sustainable business practices. Our Nominating and Corporate Governance Committee (NCGC) approved the establishment of an internal working group comprised of leaders from our legal, compliance, and human resources (HR) teams to develop and drive the implementation of ESG initiatives and sustainability strategies across our business operations and to provide updates to our management team and NCGC.

The NCGC oversees and makes recommendations regarding sustainability and social responsibility matters relevant to our business, including corporate policies, activities, and opportunities.

The Audit Committee provides oversight of our guidelines and policies to govern the process by which our management team assesses and manages risk exposures, including financial, compliance, and cybersecurity risks.

The Compensation Committee oversees strategies and policies related to human capital management, including concerning matters such as diversity and inclusion, workplace environment and culture, and talent development and retention.

Stakeholder Engagement

At PAR, one of our fundamental corporate values is WINNING TOGETHER. We strive to win, but we endeavor to do it together with our stakeholders, such as our customers, employees, investors, and suppliers, who contribute daily to the opportunities we see in our future. We engage with stakeholders to help build a deep understanding of key ESG topics and accelerate progress on our social and environmental initiatives.

Our engagement includes a mix of open dialogue, collaboration, and transparent disclosure. We listen and learn from our key stakeholders and use their input to inform, shape, and advance our ESG strategy.

Responsible Business Practices

In This Section

Governance and Board Composition
Business Ethics and Compliance
Risk Management
Supply Chain Management
Government Affairs & Advocacy

Responsible Business Practices

We integrate our core values of honesty, integrity, ethics, and compliance into all that we do.

Coupled with our hard work, these values are the foundation on which we build competitive excellence and business success.

Governance and Board Composition

We strongly believe that sound corporate governance principles are critical to delivering sustainable business success.

We recognize that our stakeholders expect our company to meet the highest standards of integrity, ethical practices, and accountability by operating

in accordance with our Corporate Governance Guidelines (Guidelines) in all aspects of our operations. For more information about our corporate governance, please see our Guidelines on our Investor Relations website.

Board Independence and Diversity

Our directors have a diverse set of attributes and skillsets from their particular fields of expertise, which reflect their broad experience and contribute to their exercise of sound business judgment in the governance of our business practices. The NCGC continues to strive to identify and nominate candidates who have diverse backgrounds (including with respect to demographics, such as gender, race, ethnic and national background, geography, age, and sexual orientation), differing points of view, and experience in particular fields, and believes that, collectively, the Board should represent a diversity of perspectives.

By the Numbers, Board Diversity

71%
INDEPENDENT
5/7

29%
MINORITY
2/7

29%
WOMEN
2/7

Business Ethics and Compliance

Our values reflect who we are as individuals and who we are as PAR people.

We make the conscious choice to be who we are, stand up for what is right, and embrace authenticity. We foster adherence to compliance rules and create and promote a compliance culture.

Oversight of Ethics

Our Audit Committee is responsible for the oversight of our compliance with policies and procedures, and for addressing legal and ethical concerns. We have appointed a Chief Compliance Officer responsible for implementing and managing our compliance program. Our Chief Compliance Officer reports directly to our General Counsel and provides quarterly reports to the Audit Committee.

Business Ethics and Compliance

CODE OF CONDUCT
We believe conducting business ethically is critical to our long-term success.

We fully expect our employees to adhere to the highest standards of business conduct in every business relationship, including with each other, our customers, business partners, and competitors, and we do not tolerate unethical or improper conduct.
We have adopted a Code of Conduct (Code) and internal Compliance Handbook (Handbook), which applies to all of our subsidiaries, affiliates, officers, directors, employees, and third-party intermediaries working with or on behalf of PAR. We periodically review our Code and Handbook and update them as needed.

The Code and Handbook address such areas as:

- Financial Controls
- Mutual Respect
- Money Laundering
- Fair Dealing and Fair Competition
- Business Gifts

- Insider Trading
- Bribery and Corruption
- Trade Controls
- Conflicts of Interest

For additional details regarding our standards of conduct, please see our Code on our Investor Relations website.

Business Ethics and Compliance

WHISTLEBLOWER POLICY

We do not tolerate violations of any law, regulation, or PAR policy or procedures.

We have a longstanding Whistleblower Policy in place to provide guidance to employees for reporting any violations of our Code, the Handbook, or any law, rule, or regulation. We provide global, 24/7 access to anonymous reporting hosted by an independent, third-party provider.

Retaliation against anyone for reporting potential misconduct in good faith is not permitted, and violations may result in disciplinary action, financial penalties (such as denial of a bonus or fines), and termination of employment.

The PAR Company Hotline can be accessed via telephone, e-mail, or at the website, Integrity Counts. For more information, please see our Code on our Investor Relations website.

We provide global, **24/7 access** to anonymous reporting

Business Ethics and Compliance

TRAINING & ACKNOWLEDGMENTS

All new employees receive and must acknowledge that they have read and understand the Code and Handbook when they begin employment.

Additionally, we provide compliance training for all new employees and periodic targeted training on subjects, including: The Code and Handbook address such areas as:

- The Foreign Corrupt Practices Act and international bribery laws

- Insider trading

- Giving and receiving business gifts

- Trade controls

- Gathering competitive information

- Conflicts of interest

- Our Code and Handbook

We engage in internal and external audits of our compliance training at least annually and update as needed. All employees must annually certify that they have read and complied with the Code and are unaware of any violations.
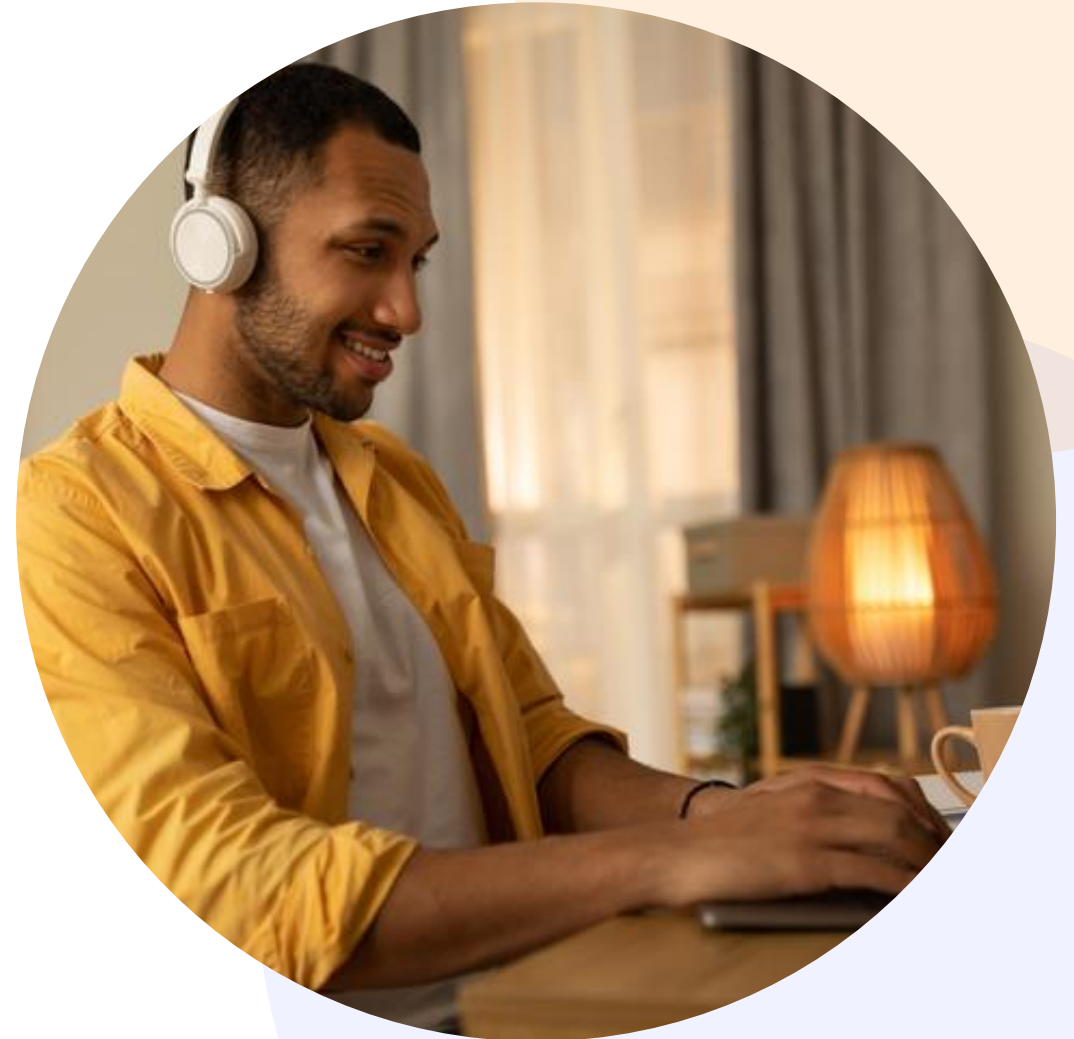
Risk Management

The entire Board manages the risk oversight function, with specific areas addressed by Board committees within their associated areas of responsibility.

- **The NCGC** focuses on risks associated with our corporate governance policies and practices and ESG matters, while the Compensation Committee oversees the assessment of risk related to our compensation policies and programs.

- **The Board's Audit Committee** regularly meets with our management team to discuss and assess management's guidelines and policies concerning risk assessment and risk management and our significant financial risk exposures, including the nature and level of risk appropriate for the company and management's strategies and mitigation efforts.

- **The Audit Committee**, typically in joint session with the full Board, regularly meets and receives reports from our cybersecurity, information technology (IT), and compliance teams regarding our systems, data security, and compliance with legal and regulatory matters.

For more information, please see our most recent Proxy Statement on our [Investor Relations](#) website.

Intellectual Property and Competitive Behavior

Basic Rules Regarding Competitive Information

We have guidelines to provide protocols for prohibited practices around competitive information within our policy for "Basic Rules: Gathering Competitive Information," which are included in our annual compliance training plan for relevant employees.

These basic rules address instances where competitive information may not be obtained or used if it is:

- Obtained directly from a competitor, unless received through one of the permitted sources (i.e., a competitor's public website)

- Nonpublic or protected (i.e., subject to a confidentiality agreement)

- Obtained through deceit or misrepresentation (such as posing as a customer or reporter)

Intellectual Property

A number of our products and components are developed and designed based on our existing copyrighted work and/or patents issued or obtained through the acquisition of other businesses. Our other products include software or other intellectual property licensed from third parties.

We establish, maintain, and protect our intellectual property rights and additional proprietary information through patents, copyrights, trademarks, and trade secret laws. To learn more, please see "Intellectual Property and Other Rights" in our Annual Report on Form 10-K for FY2022 on our Investor Relations website.

Supply Chain Management

Our suppliers are critical to our success, and to provide superior products and services responsibly, we require suppliers to meet our expectations for ethics and compliance. We expect all suppliers to comply with all laws and regulations applicable to their business relationship with us.

Vendor Management

We have established a vendor evaluation process that requires all potential new suppliers to complete a supplier questionnaire that provides, among other things, information about their quality systems, corrective action processes, their packaging and delivery systems, and their legal and compliance programs. We also subject high-risk suppliers to supplemental background checks. We conduct an annual survey of those suppliers who provide components that may contain conflict minerals to avoid sourcing such components. We have implemented additional safeguards to comply with the Uyghur Forced Labor Prevention Act. Additionally, we engage in ongoing collaboration with our customers to ensure an equitable supply chain across the vendor management process.

In 2024 we recommened on-site supplier audits Over the next two years we plan to conduct on-site audits of eight of our largest critical suppliers, which constitutes over fifty percent (50%) of our annual supplier spend.

Supply Chain Management

Supplier Code of Conduct

We have a rigorous Supplier Code of Conduct (Supplier Code) in place to establish the expectations for each of our suppliers that align with the expectations we maintain for our directors, officers, and employees. We require training and compliance acknowledgment by our suppliers upon onboarding and annually thereafter.

For additional information regarding our expectations of suppliers, please see our Supplier Code on our website.

Highlights of our Supplier Code include:

QUALITY AND ENVIRONMENTAL HEALTH AND SAFETY
Products and services must be designed, produced, and delivered with the paramount consideration being the safety and health of employees and consumers. Quality assurance processes must be in place to detect, communicate to PAR, and correct defects to ensure the delivery of products and services that meet or exceed contractual quality and legal and regulatory requirements. All required inspection and testing operations must be completed properly by appropriately authorized and qualified individuals, and any required certifications must be completed accurately.

CONFLICT MINERALS
All suppliers must take all measures necessary to comply with our Conflict Minerals requirements. For more information, please see our latest Conflict Mineral Report filed with the U.S. Securities and Exchange Commission (SEC) on our Investor Relations website.

HUMAN TRAFFICKING
Suppliers must comply with laws and regulations prohibiting human trafficking. Furthermore, suppliers must not engage in the use of forced labor, bonded labor, indentured labor, involuntary prison labor, slavery, or human trafficking.

Government Affairs and Advocacy

We do not maintain any political action committees and do not engage in lobbying activities.

We also do not reimburse, compensate, or otherwise incentivize employees for making political contributions, and we do not have a lobbying program nor did we spend money on lobbyists in FY2023.

We do not use corporate funds for independent political expenditures to support or oppose any candidate for office. We did not make any corporate political contributions or political party contributions in FY2023.

Our People and Culture

In This Section

People Strategy and Oversight

Talent Retention and Development

Diversity, Equity, and Inclusion

Workplace Health and Safety

Corporate Social Responsibility

Our People and Culture

We are people with big appetites, warm hearts, and ambition. We are not just here to sell a flashy product; we are daring and long-term partners in our customers' success.

We are here to think huge and lead alongside innovative (and delicious) restaurants. Working with us means being part of a global team that is always challenging, focuses on the restaurant experience rather than the bottom line, and is not afraid to move fast and boldly.

At PAR, we take a holistic approach to ensure the health, well-being, and psychological safety of our people. This is reflected in our talent acquisition and retention, talent management, and diversity, equity, and inclusion (DEI) strategy. We strive to provide a high level of care and support, going beyond the baseline to ensure our employees are in a position to perform at their best.

People Strategy and Oversight

Our people are our most important asset. We are self-starters, embrace challenges, and have collaborative mindsets. We're here to help restaurants do what they do best: turn each and every order into a unique and lasting relationship.

Our Mission

To create an environment that reflects our values, where our employees can thrive.

Our Strategy

To hire the best talent, give them the responsibility and authority they deserve and need, and let them decide how to best execute.

Human Capital Oversight

The Board has assigned oversight responsibility of human capital management to the Compensation Committee to oversee our strategies and policies related to diversity and inclusion, workplace environment and culture, and talent development and retention. Our senior management team is responsible for developing and executing our human capital strategy. We seek employees who share a passion for technology and its ability to improve our customers' businesses. Our mission is to create an environment that reflects our values of speed, ownership, focus and winning together where our employees thrive. Our strategy is to seek to hire the best talent, give them the responsibility and authority they deserve, and let them make the decisions on how to best execute. We design our employee compensation and benefits programs to be competitive, reinforce our commitment to diversity, equity and inclusion, and consistent with our values, to incentivize and reward outstanding performance. Our Chief Executive Officer and Sr. Vice President, Human Resources (DEI) regularly updates the compensation committee of our board of directors on key areas of our human capital strategy.

Employee Engagement and Talent Management/Development

Consistent with our employee-first strategy, we believe that our employees should have the opportunity to have a forum to communicate their feedback, concerns and suggestions. We conduct semi-annual employee net promoter engagement surveys. Understanding the "pulse" of our employees through engagement surveys is critical to inform our actions with respect to integrating areas of opportunity in our employee engagement, retention and total rewards programs.

Our compensation philosophy aims to attract, retain and incentivize top performers in a highly competitive market for talent, who can deliver competitive financial returns to shareholders through the achievement of short-term and long-term performance targets. To support our meritocratic, pay-for-performance strategy, we execute annual performance and facilitate 360 feedback for all employees with the intent to motivate and develop our employees. In addition, we conduct annual Talent assessments to identify individuals that are ready for the next step in their careers with PAR.. In 2023, we continued to reinforce our Annual Talent Roadmap to increase opportunities for feedback and development for all of our employees.

Talent Acquisition and Attrition

PAR works diligently to attract the best talent from a diverse range of sources to meet the current and future demands of our business. To proactively attract diverse talent, we engage with universities, professional associations, and industry groups, and we leverage PAR's robust employee value proposition, which includes our location-flexible philosophy, a collaborative global work environment, and a shared sense of purpose. Our focus on retaining talent is rooted in our employee-first strategy and includes investments in employee engagement, diverse talent sourcing tools, talent management systems, and development programs. We continue to make appropriate adjustments to ensure competitive compensation, including the implementation of a pay transparency initiative to ensure equity and fairness.

We proudly partner with Circa to help intentionally diversify our talent pipeline interested in joining the PAR team.

Employee Assistance Program

We are committed to supporting our employee's total well-being.

We currently offer our North America employees access to an Employee Assistance Program that helps with everyday issues at no cost with an expectation to expand to our global population. The program offers help with work-life issues, referrals for clinical, legal and financial services, and more, including:

- **Family:** Divorce & domestic issues, elderly care, parenting, special needs & gifted children support, and family planning

- **Work:** Job relocation, navigating the organization, career development, and building relationships with other employees

- **Money:** Budgeting, financial guidance, and retirement planning

- **Legal Services**: Issues related to civil, personal and family law, financial matters, real estate, and estate planning

- **Identity Theft:** ID theft prevention

- **Health:** Emotional and personal well-being, pregnancy, addiction, getting the proper amount of sleep resources, stress management and grief & loss support

- **Everyday Life:** Moving and adjusting to a new community, military support, pets and other lifestyle support

Talent Engagement, Training and Development

We aim to be an employer of choice.

We are investing in systems, processes, and development resources that help employees spend valuable time driving innovation in their work and developing their careers. We intend to unlock the potential of all employees during their professional journey.

Training Resources

We are now offering multiple development program opportunities that our employees can participate in, globally. These programs range from structured mentoring relationships, people manager training, women focused leadership development and access to new resources like the Talent Marketplace to gain access to individualized career coaching, training resources and more. LinkedIn Learning continues to be a critical tool for all employees to access as it is needed and for managers to leverage when developing their teams.

Development Resources

- PAR EmpowerHER Program
- PAR Mentoring Program
- PAR Leadership Academy
- PAR Emerging Talent Program
- PAR Talent Marketplace
- LinkedIn Learning

PAR

Talent Retention and Development

Annual Talent Roadmap

GOAL SETTING
Annual goal setting and tracking

PERFORMANCE REVIEW
Self-assessment and manager review

TALENT ASSESSMENT
Potential review and development planning

360 FEEDBACK
Giving and receiving feedback are vital to growth and development

To support our meritocratic, pay for performance strategy, we execute annual performance with the intent to incentivize and motivate our employees. Our Talent Roadmap provides multiple opportunities throughout the calendar year for employees to receive feedback and coaching on their performance and impact to team and company culture. We believe creating a culture of feedback increases engagement and helps retain our talent. Our talent assessment process enables us to identify individuals that are ready for the next step in their career with PAR.

Annual Performance Reviews

Our Annual Performance reviews equally assess individual performance toward goals and culture contribution to work environment at PAR. We believe strongly in our Winning Together value and have intentionally designed our performance review to weight half of an individual's performance score on their culture contribution to drive a positive and inclusive environment here at PAR.

PAR

Talent Retention and Development

We're excited to share that PAR is a winner of multiple Top Workplaces USA Awards by Energage

Consistent with our employee-first strategy, we believe that our employees should have the opportunity to share feedback, concerns and suggestions. We conduct both internal and external engagement surveys to understand the "pulse" of our employees and to inform our actions with respect to integrating areas of opportunity in our employee engagement, retention and total rewards programs.

Diversity, Equity, and Inclusion

Our commitment to DEI at PAR is simple – it's about community and belonging.

We aim to represent the diversity we see in all our customers and their communities. We want to understand and integrate our employee's unique perspectives and voices every day. Our employees should feel a sense of belonging and WANT to be part of the PAR team.

We continue to make investments in our DEI programming, including the expansion of our DEI data reporting, integrating DEI training content at different stages of employee lifecycle, expanding our employee resource group footprint collecting annual survey feedback from our employees to inform our DEI strategy and providing educational programming to our employee population to promote empathy and understanding.

Diversity, Equity, and Inclusion

Our DEI Philosophy

Community. Belonging. Everything in Between.

Our commitment to Diversity, Equity & Inclusion at PAR is simple; it's about community and belonging.

We aim to represent the diversity we see in all our customers and their communities. We want to understand and integrate our employee's unique perspectives and voices every day.

Our employees should feel a sense of belonging and WANT to be part of the PAR team.

Through our values of speed, ownership, focus, and winning together we aim to be an industry leader in equity and inclusion.

PAR

Diversity, Equity, and Inclusion

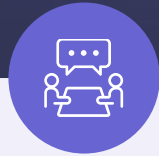## Our Journey

Integrating DEI @ PAR

2023

WE ARE HERE

PAR is launching broad programs that foster DEI at PAR. Set initial DEI goals.

Processes & Systems

2024

Launching DEI focused recruitment initiatives and integrating the DEI lens into our more employee processes. Track and share progress on DEI goals.

Policies & Industry

2025

Incorporating DEI into our policies and practices. Collaborate with our industry partners on DEI focus in Restaurant Tech.

Corporate DEI Goals

& BEYOND

Adding DEI Goals as part of our corporate goal setting process.

Diversity, Equity, and Inclusion

Building DEI Acumen and Awareness

Our leadership team is committed to developing and deepening our DEI acumen.

Review of employee representation data occurs twice a year with all Executive Leadership Team ("ELT") members to drive awareness and action to make progress in the areas we have opportunity to improve.
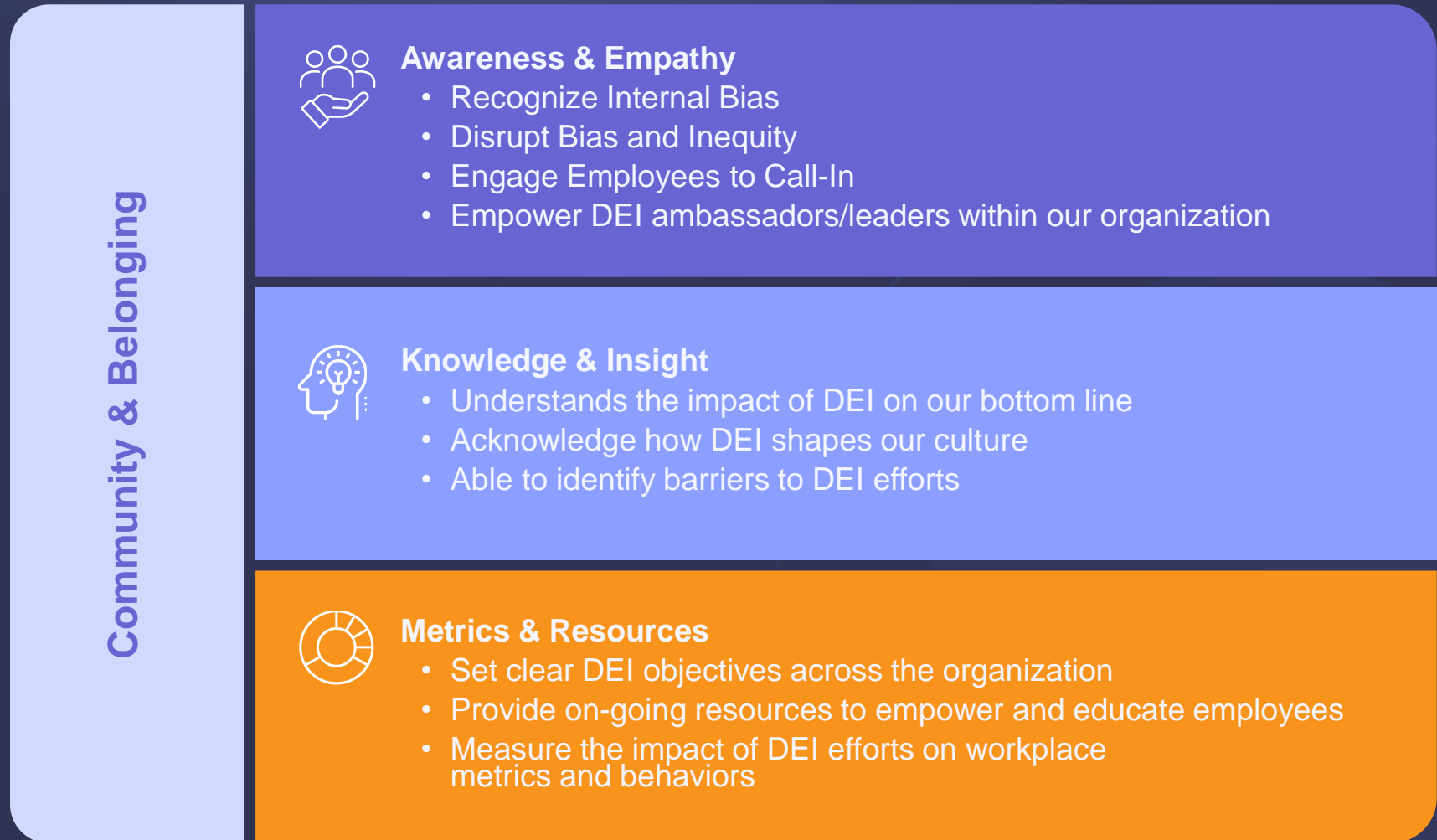
Our ELT members are required to host/lead our internal "Celebrate You Series" programing as well as other DEI/Culture building events in addition to participating.

All people managers are required to participate in the PAR Leadership Academy, which includes a segment on the business case for DEI and how to be a more inclusive leader at PAR.
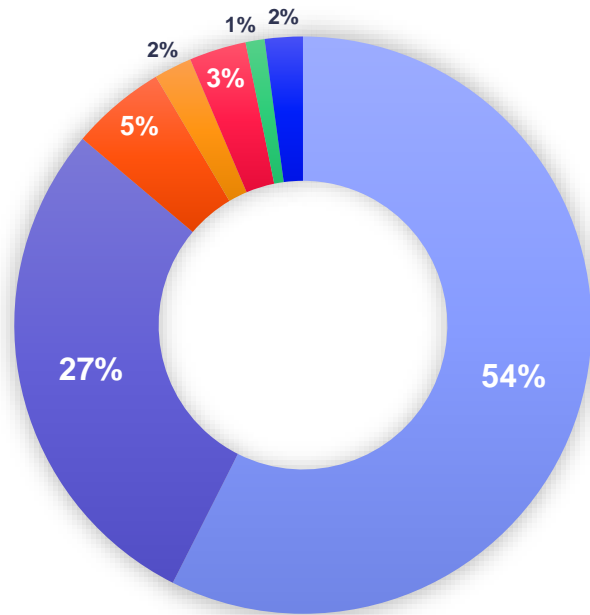
PAR

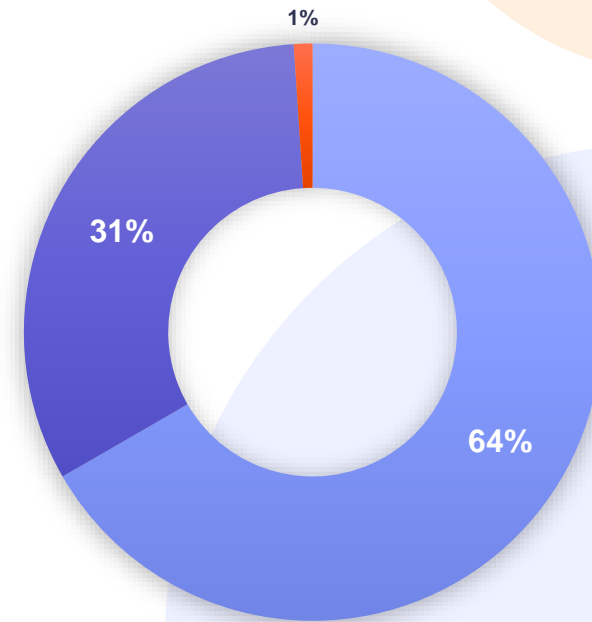# Diversity, Equity, and Inclusion

Our DEI Competency Model

Community & Belonging

Awareness & Empathy
- Recognize Internal Bias
- Disrupt Bias and Inequity
- Engage Employees to Call-In
- Empower DEI ambassadors/leaders within our organization

Knowledge & Insight
- Understands the impact of DEI on our bottom line
- Acknowledge how DEI shapes our culture
- Able to identify barriers to DEI efforts

Metrics & Resources
- Set clear DEI objectives across the organization
- Provide on-going resources to empower and educate employees
- Measure the impact of DEI efforts on workplace metrics and behaviors

Representation Matters

Global Race & Ethnicity

54%
27%
5%
2%
3%
1%
2%

- White
- Asian (East, Southeast, South)
- Latin American
- Black
- Mixed Race/Mixed Ethnicity
- Indigenous
- Prefer to Self Describe

Global Gender

64%
31%
1%

- Man
- Woman
- Gender Fluid, Non Binary
- Queer, Questioning
- Prefer to Self Describe

Based on FY23 employee data.
Information provided above is based upon global voluntary employee self-reporting.

Representation Matters

Global Caregiver Status

36%

56%
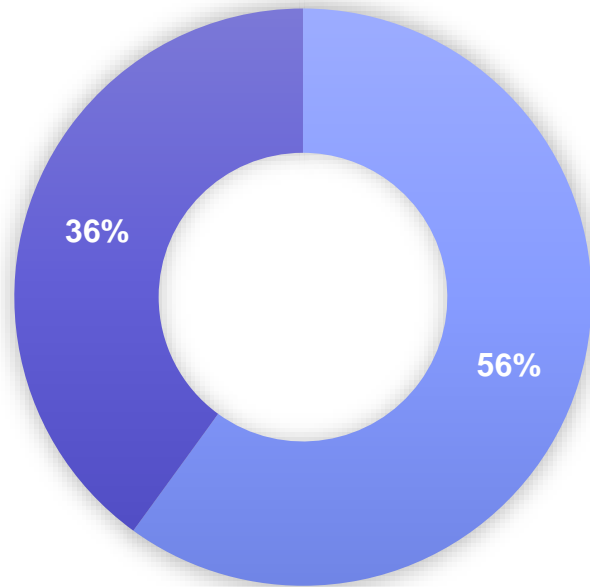
■ Caregiver   ■ Non Caregiver

Global Military Affiliation

11%

83%

■ Yes   ■ No

Based on FY23 employee data.
Information provided above is based upon global voluntary employee self-reporting.
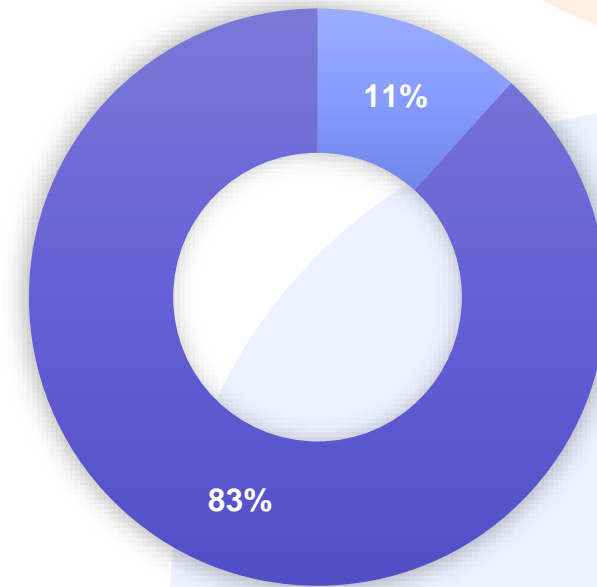
Diversity, Equity, and Inclusion

Employee Resource Groups

In the spirit of our DEI philosophy, we continue to gradually launch employee resource groups (ERGs) to foster community and belonging among our team through networking with others who share common interests and background.

The ERGs are voluntary, led by employees, and approved and supported by PAR. We continue to create ERGs as our global DEI program continues to expand.

More information regarding our current ERG groups can be found on our DEI Website

PAR PARents

PAR Balance

PAR PARade

PAR Salutes

PAR WIT WOMEN IN TECHNOLOGY

PAR Soul

PAR Mitzvah

PAR

Workplace Health and Safety

The personal safety and health of each employee is of utmost importance to us.

We provide our employees with the personal protective equipment (PPE) and mechanical safeguards required for personal safety and health, in keeping with the current government and industry standards, as outlined in our Environmental Health and Safety (EHS) Policy.

We regularly assess our facilities to ensure compliance with our EHS Policy and regulatory requirements.

Our EHS Policy includes a detailed Emergency Action Plan in the event of a fire, severe weather, medical emergency, or related events. We provide training for all new hires and annual training and evacuation drills for all employees in our facilities. The Emergency Action Plan is reviewed annually or as needed if changes to the worksite are made, then modified after each drill as necessary to address any weakness identified in the plan. The EHS Policy also covers additional topics such as:

- Infectious Disease Plan

- Injury and Illness Prevention

- Ergonomics

- Workplace Violence

Corporate Social Responsibility

PAR has a commitment to go beyond profit-seeking and actively prioritize the well-being of society and the environment.

This entails adopting ethical and sustainable business practices and providing education and awareness internally to employees. Also, collaborating with customers and external organizations to reduce negative impacts on communities and the planet with a focus on sustainable practices.

Through programming, partnerships and cooperative efforts, we strive to strengthen our presence in the industry and leave a positive corporate legacy specifically in combatting food waste and food insecurity in the restaurant sector.

Our Data Responsibility

In This Section

Data Security Management
Customer Privacy and Product Security
Third-Party Supplier Assessment and
Compliance

Our Data Responsibility

Our customers trust us to keep their valued data safe and secure.

We incorporate automation into our solutions to reduce the manual and environmental overhead that comes with operational efficiencies.

We focus on our stewardship to responsibly manage our data privacy protocols and systems to securely protect data in a very complex, global environment.

Data Security Management

We recognize that digital information is a valuable asset. We view our responsibility and oversight of enterprise data security, customer privacy, and business continuity practices as essential to ensuring our long-term operational sustainability and business success.

The Audit Committee is responsible for the oversight of our exposure to cybersecurity risks and the steps management takes to monitor and control such exposures.

Our Director of Cybersecurity leads our Security Council, composed of cross-functional leaders from our legal, finance, compliance, and IT teams, and provides updates on our security operation incident management to the Audit Committee at least quarterly.

Information Security Policy and Compliance

Our Information Security Policies outline an effective and secure standard for information security within our corporate structure. These policies are published and communicated to all relevant internal and external parties, and apply to all employees, contractors, vendors, partners, temporary workers, and agents operating on behalf of PAR.

All employees and agents are responsible for safeguarding the confidentiality, integrity, and availability of any systems, software, equipment, technology, or information to which they have access.

Data Security Management

Training and Security Awareness

PAR Information Security Policies outlines the expectations for all employees and agents to maintain an up-to-date awareness of information security related to all company information and IT systems used within our business.

All employees are required to receive regular IT security awareness training via a training platform to remain informed on current best practices, and employee completion rates are audited internally. Additionally, all new hires receive security awareness training as a part of their onboarding process.

Data Security Management

Information Security Policy and Compliance

We regularly review and maintain our technology systems to ensure the confidentiality, availability, and integrity of our customer data. Our Internal Audit team conducts regularly scheduled audits on IT systems and business systems.

We routinely engage with a reputable, objective, and licensed auditor to comprehensively assess our controls, capabilities, and programs against security and compliance standards. We also monitor our external exposure through a third- party service; we review these reports monthly and make changes and updates accordingly.

PAR has been certified to various international security certifications and standards and otherwise adopts appropriate best practices from industry- leading frameworks and standard, such as:

- Payment Card Industry Data Security Standard (PCI-DSS)

- California Consumer Privacy Act

- General Data Protection Regulation (GDPR)

- SOC 1 and SOC 2 reports for multiple products

Data Security Management

Cybersecurity Incident Response Plan

In the event of a cyber breach, we have an Incident Response Plan (IRP) to provide timely response and mitigations.

The IRP is referenced to manage the detection, analysis, containment, and eradication of cybersecurity incidents. The IRP is reviewed at least annually and updated as needed. Tabletop exercises are conducted annually on the IRP, and a third party auditor is periodically engaged to review PAR's IRP and security policies.

Customer Privacy and Product Security

Our emphasis on data privacy and product security compliance and protocols are critical to our support of our customers. We have systems in place that are designed to protect and secure our customers' data.

Privacy Policy

We respect privacy and are committed to protecting personal data collected through our website or offline in our provision of products and services. To learn more, please see our Privacy Policy.

Product Security

We have an application security team that reviews and confirms that each of the software solutions offered by PAR operates under an appropriate set of security measures by implementing and enhancing the security systems, processes, and tools for software development and the security of cloud-hosted products. We have quality assurance policies and protocols in place to protect our customers' data.

Third-Party Supplier Assessment and Compliance

We directly oversee all data processing activities required to provide our services.

We also engage third-party suppliers to provide services related to some of our solutions. Before onboarding third-party suppliers, we assess and confirm that they provide product security

and data privacy appropriate to their access privileges and the scope of services provided. Further, third parties are required to comply with appropriate security, confidentiality, and privacy contract terms.

We outsource the majority of our data center needs to third-party providers utilizing cloud-based platforms and leveraging their physical and data security infrastructure. These providers are required to comply with our third-party vendor and security protocols, other applicable PAR policies, processes, procedures, and all applicable laws, including data privacy laws. We also host a local data center onsite and conduct regular risk assessments.

Environmental Stewardship

In This Section

Our Environmental Footprint

Environmental Stewardship

We strive to minimize the environmental impact of our operational footprint by adopting sustainable business practices.

We are just starting to identify ecological and economic risks and opportunities of climate change to integrate them into our business initiatives and strategies

Our Environmental Footprint

While we have announced a move towards a hybrid work model (where certain non-production employees will come into the office a few days a week) we are still lowering our overall operational environmental impact through reduced office space needs and fewer employee commutes. Besides our HQ, we lease our office space, allowing us to nimbly right size our operational footprint and lower our overall environmental footprint and emissions.

While most of the decisions about the operations of our leased facilities are controlled by third- party property managers, we integrate eco-friendly business practices where possible, such as:

• Energy conservation with motion-sensor lighting

• Waste diversion with recycling options in our breakrooms and a paper shredding/ recycling program

• Water conservation with automatic water efficiency features
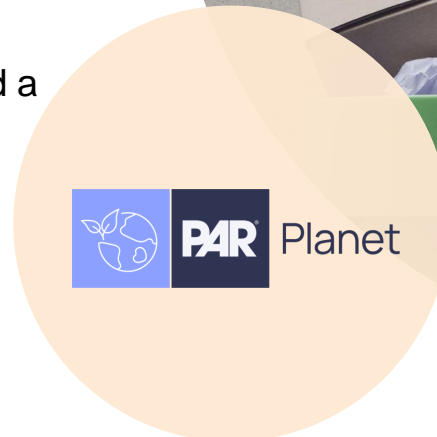
PAR Planet

PAR has launched a new initiative to focus and promote Environmental impact improvements in our products and processes.

The first product to embrace this new program is the recently launched, PAR Wave All-In-One Touch Panel POS Terminal. The PAR Wave achieves as significant 50% plus reduction in the outer packaging size, compared to the previous PAR product. We also removed the printed paper manuals, in favor of a QR code on the product which allows the documents to be accessed from documentation page.

We will look for further packaging reductions in all our products.
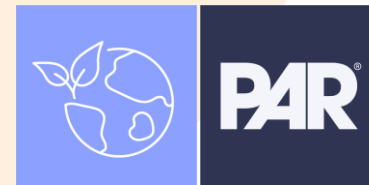
Emissions Data

In preparation for the SEC's final issuance of Proposal 33-11042: The Enhancement and Standardization of Climate-Related Disclosures, PAR has commenced the tracking of its GHG footprint produced by the restaurant business in the U.S. We recognize the risks of climate change and the impact our activities have on the environment. Through the establishment of a baseline, we also seek to identify potential reductions in emissions produced through our operations. Following the GHG Protocol, we have identified our most significant sources of Scope 1 and Scope 2 emissions.

- Scope 1 emissions represent the direct release of GHGs from sources owned or controlled by PAR. Our most significant sources of Scope 1 emissions come from the combustion of fuels used by PAR's fleet trucks.

- Scope 2 emissions represent the indirect release of GHGs from purchased electricity, steam, heat, and cooling that is consumed in PAR's owned or controlled operations. Our most significant source of Scope 2 emissions originates from purchased electricity at PAR's headquarters and other exclusively leased facilities deemed material to PAR's operations.

GHG Emissions (mtCO$_2$e)[*]	
Scope 1	515
Scope 2	315

[*] Metric tons of carbon dioxide equivalent.
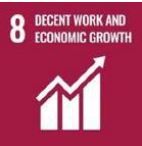
Appendix

In This Section

United Nations Sustainable Development Goals (SDGs)

Sustainability Accounting Standards Board (SASB)

United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 Global Goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace and justice. We identified the key areas where we have the greatest influence and impact through our business strategy, products and services.

Goal	Description	PAR's Contributions	Report Section
3 GOOD HEALTH AND WELL-BEING	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	We design our employee compensation and benefits programs to be competitive, consistent with our values, and incentivize and reward outstanding performance.	Our People and Culture
5 GENDER EQUALITY	Make cities and human settlements inclusive, safe, resilient and sustainable	We seek to connect with the communities where we live and work and to provide the resources needed to help them thrive.	Corporate Social Responsibility
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	We design our employee compensation and benefits programs to be competitive, consistent with our values, and incentivize and reward outstanding performance.	Our People and Culture
11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	We seek to connect with the communities where we live and work and to provide the resources needed to help them thrive.	Corporate Social Responsibility

Sustainability Accounting Standards Board (SASB)

The following tables incorporate the accounting standards from the Sustainability Accounting Standards Board (SASB) related to Software and IT Services (TC-SI) and Hardware (TC-HW). They include the relevant topic metric(s) where available and/or references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	SASB Code	PAR Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Environmental Stewardship
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Our Data Responsibility
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	

Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	SASB Code	PAR Response
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Our Data Responsibility
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Our People and Culture
	Employee engagement as a percentage	TC-SI-330a.2	
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Intellectual Property and Competitive Behavior
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Our Data Responsibility
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	

Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	SASB Code	PAR Response
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	Our Data Responsibility
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees2	TC-HW-330a.1	Diversity, Equity and Inclusion
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances3	TC-HW-410a.1	Supply Chain Management
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent4	TC-HW-410a.2	
	Percentage of products by revenue that contain IEC 62474 declarable substances3	TC-HW-410a.1	
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent4	TC-HW-410a.2	

Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	SASB Code	PAR Response
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	Supply Chain Management
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	TC-HW-430a.2	
Intellectual Property Protection and Competitive Behavior	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	Supply Chain Management